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Appointments to fill vacancies in subsidiary organs and other appointments:

Appointment of the judges of the United Nations Dispute Tribunal

Appointment of the judges of the United Nations Appeals Tribunal

Appointment of judges of the United Nations Appeals Tribunal and of the United Nations Dispute Tribunal

Report of the Internal Justice Council

Summary

The present report outlines the selection exercise undertaken by the Internal Justice Council, in accordance with the mandates of the General Assembly, to identify suitable candidates for two judicial vacancies at the United Nations Dispute Tribunal and three judicial vacancies at the United Nations Appeals Tribunal for the consideration of, and appointment by, the Assembly at its seventy-third session.

* A/73/50.

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I. Introduction

1. Effective 1 July 2009, the General Assembly established a system of administration of justice at the United Nations that addresses employment-related disputes. Pursuant to Assembly resolution 62/228, the system comprises, inter alia, a first-instance United Nations Dispute Tribunal and an appellate-instance United Nations Appeals Tribunal. By the same resolution, the Assembly decided that the judges of the Dispute Tribunal and the Appeals Tribunal should be appointed by the Assembly on the recommendation of the Internal Justice Council. The members of the Council are: Carmen Artigas (Uruguay), external jurist nominated by staff; Frank Eppert (United States of America), representative nominated by management; Samuel Estreicher (United States of America), external expert nominated by management; Jamshid Gaziyev (Uzbekistan), representative nominated by staff; and Yvonne Mokgoro (South Africa), jurist serving as Chair.

2. The current judges of the Appeals Tribunal are: Sabine Knierim, judge and Second Vice-President (Germany); Richard Lussick, judge (Samoa); John Raymond Murphy, judge and President of the Tribunal (South Africa); Dimitrios Raikos, judge and First Vice-President (Greece); Deborah Thomas-Felix, judge (Trinidad and Tobago); and Martha Halfeld Furtado de Mendonça Schmidt, judge (Brazil).

3. On 3 November 2017, Judge Rosalyn Chapman (United States) resigned from her appointment as judge on the Appeals Tribunal. Judge Chapman's position is currently vacant.

4. On 30 June 2019, the term of office of Judge Lussick will expire. Under article 3, paragraph 4, of the statute of the Appeals Tribunal,[1] the Judge is not eligible for reappointment.

5. Also on 30 June 2019, the term of office of Judge Thomas-Felix will expire. Judge Thomas-Felix is serving the remainder of the seven-year term of Judge Jean Courtial (France), who resigned from the Appeals Tribunal effective 31 December 2013. Given that Judge Thomas-Felix has served since 10 December 2014, she will have served more than three years by the end of her term, on 30 June 2019, and thus, under article 3, paragraph 5, of the statute of the Appeals Tribunal,[2] is not eligible for reappointment.

6. Consequently, and in addition to one further vacancy, two vacancies on the Appeals Tribunal will have arisen on 1 July 2019.

7. The current judges of the Dispute Tribunal are: Teresa Maria da Silva Bravo (Portugal), full-time judge based in Geneva; Rowan Downing (Australia), ad litem judge based in Geneva; Memooda Ebrahim-Carstens (Botswana), full-time judge based in New York; Alessandra Greceanu (Romania), ad litem judge based in New York; Alexander W. Hunter, Jr. (United States of America), half-time judge; Nkemdilim Amelia Izuako (Nigeria), ad litem judge and President of the Tribunal, based in Nairobi; Agnieszka Klonowiecka-Milart (Poland), full-time judge based in

[1] Art. 3, para. 4, of the statute of the Appeals Tribunal provides: "A judge of the Appeals Tribunal shall be appointed for one non-renewable term of seven years. As a transitional measure, three of the judges initially appointed, to be determined by drawing of lots, shall serve three years and may be reappointed to the same Appeals Tribunal for a further non-renewable term of seven years. A current or former judge of the Dispute Tribunal shall not be eligible to serve in the Appeals Tribunal".

[2] Art. 3, para. 5, of the statute of the Appeals Tribunal provides: "A judge of the Appeals Tribunal appointed to replace a judge whose term of office has not expired shall hold office for the remainder of his or her predecessor's term and may be reappointed for one non-renewable term of seven years, provided that the unexpired term is less than three years".

Nairobi; and Goolam Hoosen Kader Meeran (United Kingdom of Great Britain and Northern Ireland), half-time judge.

8. On 30 June 2019, the term of office of Judge Ebrahim-Carstens and Judge Meeran (half-time) will expire. Under article 4, paragraph 4, of the statute of the Dispute Tribunal,[3] the two judges are not eligible for reappointment.

9. Consequently, there are two vacancies (one full-time position and one half-time position) on the Dispute Tribunal from 1 July 2019 as follows:

- One full-time judge in New York
- One half-time judge, who would serve for six months each year in one or more of the three locations of the Dispute Tribunal, as assigned by the President of the Tribunal

10. The present report provides the names and curricula vitae of candidates for the vacant positions recommended by the Internal Justice Council for the consideration of the General Assembly, in accordance with the respective statutes of the Tribunals and the relevant resolutions of the Assembly. The report also provides an outline of the selection exercise undertaken by the Council to identify suitable candidates for recommendation for each position. The recommendations of the Council of qualified candidates for existing vacancies bear no prejudice to the ongoing consideration of the Assembly of the future of ad litem positions.

11. The Council expresses its gratitude to the Secretariat, in particular the Office of Administration of Justice, the Office of Human Resources Management and the Executive Office of the Secretary-General for the outstanding administrative support that it has provided to the Council in the recruitment process. The Council would also like to thank the International Residual Mechanism for Criminal Tribunals, The Hague branch, for its on-site support and for making its facilities available to the Council.

II. Background

12. In paragraph 45 of its resolution 65/251, the General Assembly established the procedure to be followed to identify suitable candidates for presentation to the Assembly. The Assembly requested the Secretary-General, in order to attract a pool of outstanding candidates reflecting appropriate language and geographical diversity, diverse legal systems and gender balance, to advertise Tribunal vacancies widely in appropriate journals in English and French, and to disseminate information relating to the judicial vacancies to Chief Justices and to relevant associations, such as judges' professional associations, if possible, before the vacancies arise.

13. On 2 February 2018, the official vacancy announcement was prepared by the Internal Justice Council and posted on the website of the Office of Administration of Justice in both English and French.

14. Advertisements for the vacancies were placed in an online edition of *The Economist*, in print and online editions of *Jeune Afrique*, on the professional networking website LinkedIn and on the media platform Devex. In the

[3] Art. 4, para. 4, of the statute of the Dispute Tribunal provides: "A judge of the Dispute Tribunal shall be appointed for one non-renewable term of seven years. As a transitional measure, two of the judges (one full-time judge and one half-time judge) initially appointed, to be determined by drawing of lots, shall serve three years and may be reappointed to the same Dispute Tribunal for a further non-renewable term of seven years. A current or former judge of the United Nations Appeals Tribunal shall not be eligible to serve in the Dispute Tribunal".

advertisements, readers were referred to the United Nations vacancy announcement on the Office of Administration of Justice website.

15. The vacancy announcement was also attached to a note verbale addressed to all permanent missions to the United Nations. In the note verbale, permanent missions were invited to bring the vacancy announcement to the attention of qualified nationals, and to the chief justice or head of the judiciary, of their country.

16. The official vacancy announcement was also widely circulated, including to more than 600 judicial and judges' associations, including national and international associations of women judges, ministries of justice, international organizations and institutions and international courts and tribunals.

17. The closing date for the applications was initially 31 March 2018. The Council subsequently decided to extend the application deadline to 21 April 2018 with a view to providing further opportunity to receive applications. The vacancy announcement was accordingly amended, and permanent missions to the United Nations were informed of the extended deadline through a note verbale. The text of the vacancy announcement in English is included in annex I to the present report.

18. The Council received in total 182 applications from 55 countries and from all six regions of the world. Of the applicants, 99 were male and 83 were female.

19. Most applicants expressed a preference or restriction with regard to the tribunal on which they were prepared to serve or the type of appointment (full-time or half-time). Many were not able to accept half-time appointments to the Dispute Tribunal. The Council respected such limitations.

20. The Council reviewed each application and writing sample provided by the applicants. Applications that did not meet the eligibility requirements of the respective statutes of the Dispute Tribunal or the Appeals Tribunal, as set out in the vacancy announcement, were excluded from further consideration, with no exceptions.

21. After having reviewed all the applications, the Council invited 53 candidates to take a common written assessment, in English or French, according to the candidate's choice, to test their legal expertise and drafting ability.

22. The Council had previously prepared the written assessment and relevant background materials, consisting of extracts from the Staff Regulations and Rules of the United Nations, the Secretary-General's bulletin and two administrative instructions, and agreed on a common standard of assessment that would be applied to all candidates.

23. The written assessment and background materials were sent to the candidates by email on 11 and 12 May 2018, according to the candidate's choice. The candidates were given three hours from the time of opening the email to complete the examination and submit their answers. The Office of Administration of Justice provided all the completed and received examinations to each member of the Council for review and marking, after having eliminated all identifying elements in the examinations so that no Council member would know the name, nationality, gender or other identifying information about the candidate.

24. On the basis of the written assessment, the Council selected 16 applicants to be interviewed for the five vacant positions. Many of the candidates applied for positions on both Tribunals. To be selected for the interview, candidates had to display in their written assessments the writing skills and strength of legal analysis necessary for them to serve as excellent judges on the Tribunals.

25. As had been done in the previous rounds of judicial appointments, the Council approached the relevant national bar or judicial associations for confirmation of the integrity of each recommended candidate. Written references were also requested of each candidate.

26. The candidates who had passed the written assessment were interviewed on the premises of the International Residual Mechanism for Criminal Tribunals, The Hague branch, between 25 and 28 June 2018.

III. Selection process

A. Mandates of the General Assembly

27. In paragraph 37 (b) of its resolution 62/228, the General Assembly decided that the Council should provide its views and recommendations to the Assembly on two or three candidates for each vacancy in the Dispute Tribunal and the Appeals Tribunal, with due regard to geographical distribution.

28. In paragraph 57 of its resolution 63/253, the General Assembly decided that the Council should not recommend more than one candidate from any one Member State for a judgeship on the Dispute Tribunal, or more than one candidate from any one Member State for a judgeship on the Appeals Tribunal.

B. Eligibility criteria

29. The statutes of the Dispute Tribunal and of the Appeals Tribunal, adopted by the General Assembly in its resolution 63/253 and further amended in subsequent resolutions, provide for eligibility criteria for the respective judgeships.

30. Article 4 of the statute of the Dispute Tribunal provides in relevant part as follows:

> 2. The judges shall be appointed by the General Assembly on the recommendation of the Internal Justice Council in accordance with Assembly resolution 62/228. No two judges shall be of the same nationality. Due regard shall be given to geographical distribution and gender balance.
>
> 3. To be eligible for appointment as a judge, a person shall:
>
> (a) Be of high moral character and impartial;
>
> (b) Possess at least 10 years of judicial experience in the field of administrative law, or the equivalent within one or more national jurisdictions;
>
> (c) Be fluent, both orally and in writing, in English or French.
>
> 4. A judge of the Dispute Tribunal shall be appointed for one non-renewable term of seven years. As a transitional measure, two of the judges (one full-time judge and one half-time judge) initially appointed, to be determined by drawing of lots, shall serve three years and may be reappointed to the same Dispute Tribunal for a further non-renewable term of seven years. A current or former judge of the United Nations Appeals Tribunal shall not be eligible to serve in the Dispute Tribunal.

31. Article 3 of the statute of the Appeals Tribunal provides in relevant part as follows:

> 2. The judges shall be appointed by the General Assembly on the recommendation of the Internal Justice Council in accordance with General

Assembly resolution 62/228. No two judges shall be of the same nationality. Due regard shall be given to geographical distribution and gender balance.

3. To be eligible for appointment as a judge, a person shall:

(a) Be of high moral character and impartial;

(b) Possess at least 15 years of aggregate judicial experience in the field of administrative law, employment law or the equivalent within one or more national or international jurisdictions. Relevant academic experience, when combined with practical experience in arbitration or the equivalent, may be taken into account towards 5 of the qualifying 15 years;

(c) Be fluent, both orally and in writing, in at least one of the working languages of the Appeals Tribunal.

4. A judge of the Appeals Tribunal shall be appointed for one non-renewable term of seven years. As a transitional measure, three of the judges initially appointed, to be determined by drawing of lots, shall serve three years and may be reappointed to the same Appeals Tribunal for a further non-renewable term of seven years. A current or former judge of the Dispute Tribunal shall not be eligible to serve in the Appeals Tribunal.

32. As indicated in paragraph 3 above, there is currently a vacancy on the bench of the United Nations Appeals Tribunal as a result of the resignation of Judge Chapman. The Council does not recommend that the General Assembly immediately appoint a judge to complete Judge Chapman's term, which will expire on 30 June 2019. The reason is that the appointee would only be eligible to serve until that date and, while eligible for reappointment under article 4, paragraph 5, of the statute of the Dispute Tribunal, would have to apply for reappointment. Instead, the Council recommends that the Assembly appoint a judge to fill the vacancy created by the expiration of Judge Chapman's term, effective 1 July 2019, for the full period of a seven-year term. The President of the Appeals Tribunal has indicated to the Council that the Tribunal can manage its current workload of cases if the vacancy is not filled immediately. In making its recommendation, the Council also took into account that the proposed way forward would avoid the necessity for, and the expense of, another judicial recruitment exercise.

C. Conclusion and recommendations

33. In the light of the above-mentioned mandates, eligibility criteria and results of the selection exercise, including the written assessment and the interview process, the Council recommends a total of five candidates for the three vacancies at the Appeals Tribunal, and two for each vacant position at the Dispute Tribunal. No recommended candidate is of the same nationality as that of a sitting judge scheduled to serve from 1 July 2019 on the particular Tribunal. The names of the candidates are provided in section IV below and their curricula vitae are set out in annexes II and III.[4]

[4] The curricula vitae as presented by the candidates in the prescribed application form are available from the Office of Administration of Justice.

IV. Recommended candidates

A. Recommendations for the three vacancies in the United Nations Appeals Tribunal

34. In its resolution 62/228, the General Assembly decided that the Internal Justice Council should provide it with its views and recommendations on two or three candidates for each judicial vacancy in the United Nations Dispute Tribunal and the United Nations Appeals Tribunal. After an extensive and rigorous recruitment exercise, the Council strictly applied due diligence in vetting and reviewing candidates against the requirements established by the Assembly. As a result, the Council determined that only five of the final applicants had fully met eligibility standards and were thus suitable to be recommended to the Assembly for its consideration.

35. For the three vacant positions in the Appeals Tribunal, the Council recommends the following candidates: Graeme Colgan (New Zealand), Gary Donahoe (United States of America), Cécile Isidoro (France), Jean-François Neven (Belgium) and Kanwaldeep Sandhu (Canada and India).

B. Recommendations for the full-time vacancy in the United Nations Dispute Tribunal

36. For the vacant full-time position in the Dispute Tribunal, the Council strongly recommends Joëlle Adda (France) and considers Ole Jan van Leeuwen (Netherlands) to be equally qualified for the position.

C. Recommendations for the half-time vacancy in the United Nations Dispute Tribunal

37. For the vacant half-time position in the Dispute Tribunal, the Council strongly recommends Angela Henke (Germany) and considers Francesco Buffa (Italy) to be equally qualified for the position.

(*Signed*) Yvonne **Mokgoro**

(*Signed*) Carmen **Artigas**

(*Signed*) Samuel **Estreicher**

(*Signed*) Frank **Eppert**

(*Signed*) Jamshid **Gaziyev**

Annex I

Official vacancy announcement for the vacant positions in the Tribunals

United Nations

Judges of the United Nations internal justice system

The United Nations is seeking judges for its internal system of administration of justice that addresses employment-related disputes.

The internal justice system includes a first instance United Nations Dispute Tribunal (UNDT) and an appellate instance United Nations Appeals Tribunal (UNAT).

The UNDT sits in New York, Geneva and Nairobi and is comprised of three full-time judges, two half-time judges and three ad litem judges. The full-time and half-time judges serve for seven-year terms.

The UNAT is comprised of seven judges, who also serve for a fixed seven-year term. UNAT currently holds three sessions each year, each of two weeks duration. During its sessions, UNAT exercises its functions in New York but it may decide to hold sessions in Geneva, Nairobi or another duty station, as required by its caseload.

The terms of four judges (one full-time judge and one half-time judge of the UNDT and two judges of the UNAT) will expire on 30 June 2019. There is an additional vacancy on the UNAT due to the resignation of incumbent judge.

The United Nations is undertaking the present selection process to fill these five vacancies. In particular, the United Nations is inviting applications for:

- One full-time judge for the UNDT in New York (for a non-renewable seven-year term starting on 1 July 2019)
- One half-time judge for the UNDT (who serves for six months of a year in one of the three locations of the UNDT — New York, Geneva and Nairobi, as assigned by the President) (for a non-renewable seven-year term starting on 1 July 2019)
- Three judges for the UNAT (two judges for a non-renewable seven-year term starting on 1 July 2019 and one judge for a term of office ending on 30 June 2019, with a possibility of re-appointment for one non-renewable term of seven years)

Mandatory qualifications for judges of the UNDT

1. All persons applying to serve as a judge of the UNDT must be of high moral character and impartial.

2. Candidates must have at least 10 years of judicial experience (i.e. experience as a judge or equivalent) in the field of administrative law, or the equivalent (e.g., employment law) within one or more national jurisdictions.

3. English and French are the working languages of the United Nations. All candidates must be fluent, both orally and in writing, in English or French in order to conduct judicial proceedings and draft decisions in either of the two languages.

A current or former judge of UNAT is ineligible to serve in the UNDT.

Mandatory qualifications for judges of UNAT

1. All persons applying to serve as a judge of UNAT must be of high moral character and impartial.

2. Candidates must have at least 15 years of aggregate judicial experience (i.e., experience as a judge or equivalent) in the field of administrative law, employment law, or the equivalent within one or more national or international jurisdictions. Relevant academic experience, when combined with practical experience in arbitration or the equivalent, may be taken into account towards five of the qualifying 15 years.

3. English and French are the working languages of the United Nations. All candidates must be fluent, both orally and in writing, in English or French in order to conduct judicial proceedings and draft decisions in either of the two languages.

A current or former judge of the UNDT is ineligible to serve in UNAT.

Applications

Interested candidates are invited to apply by completing the prescribed application form in either English or French, available at http://www.un.org/en/oaj/unjs/docs/JudicialApplFormEN.doc (in English) and http://www.un.org/en/oaj/unjs/docs/JudicialApplFormFR.doc (in French), and sending the completed form by email to internaljusticecouncil-application@un.org to be received by 11:59 p.m. (U.S. Eastern Daylight Time on 21 April 2018.

Candidates must also provide an example of a judgment he or she drafted and delivered, or a legal opinion or other equivalent written work (translated into English or French if the original is in another language). The example should not exceed 20 pages (if the example is longer, an excerpt no longer than 20 pages shall be provided).

Candidates who do not meet the mandatory qualifications set out above or who do not apply using the prescribed form will not be considered. The form must be completed electronically (handwritten forms will not be accepted).

Eligible persons may apply to both the UNDT and UNAT through one application form.

Candidates under serious consideration for selection will be subject to reference checks to verify the information provided in the application, required to prepare a draft opinion based on a hypothetical fact pattern, and will be interviewed by the Council.

Applications from women are strongly encouraged.

Remuneration package and additional information

As per General Assembly resolution 63/253, the UNDT judges are remunerated at a level equivalent to D-2, step IV, on the United Nations salary scale for the Professional and higher categories. (For indicative purposes, the annual net salary levels at D-2, step IV, including post adjustment, in effect as from 1 January 2018 are as follows: $188,594 (New York), $199,486 (Geneva) and $149,270 (Nairobi)). Other benefits and entitlements of the UNDT judges include: annual leave, dependency allowances, medical and dental insurance, rental subsidy, education grant for children, home leave, paid sick leave; maternity/paternity/adoption leave.

UNAT judges receive an honorarium of $2,400 for each judgment for the principal author, and $600 for each judge signatory. The adjudication of interlocutory motions

by a single judge is remunerated at the rate of $600. The United Nations also covers travel expenses and daily subsistence allowance for the duration of UNAT sessions.

The qualifications and terms of judicial office of the judges and the articles governing the operation of the Tribunals are set out in the Statutes of the UNDT and UNAT available at www.un.org/en/oaj (in English) and www.un.org/fr/oaj (in French).

A judge of the UNDT or UNAT shall not be eligible for any other appointment within the United Nations, except another judicial post, for a period of five years following his or her term of office.

The judges shall be appointed by the General Assembly from a list of two or three candidates recommended for each vacancy by the Internal Justice Council (IJC), an independent body established by the General Assembly. The IJC will also create a roster of candidates who, while they are not submitted to the General Assembly for appointment, will be eligible for nomination in case an unanticipated vacancy occurs (e.g., through resignation) among the full-time, half-time or ad litem UNDT judges or UNAT judges.

Due to the sheer volume of expected applications, the Council will not be in a position to respond to any enquiries regarding the selection process, and will further contact only those applicants who will have moved forward in the selection process.

More information on the system of administration of justice can be found at www.un.org/en/oaj (in English) or www.un.org/fr/oaj (in French).

Annex II

Curricula vitae of candidates recommended for the three vacant judicial positions in the United Nations Appeals Tribunal (in alphabetical order)*

Graeme Colgan (New Zealand)

Date of birth	14 July 1953
Present position	Barrister and Employment Law Specialist
Education (degrees)	
1975	Bachelor of Laws (with Honours), University of Auckland
Professional experience	
2017–present	Barrister and Employment Law Specialist (self-employed)
1989–2017	Judge of the Employment Court (both first instance or trial, and appellate courts); Chief Judge from 2005–2017
1987–1989	Barrister (self-employed)
1981–1987	Barrister and Solicitor, Haigh Lyon & Co
1976–1980	Barrister and Solicitor, Haigh Lyon & Co
Publications	Several academic publications
Associations	Professional Complaints Committee of the Association of Mediators and Arbitrators of New Zealand;
	New Zealand Football Appeals Committee;
	Auckland District Law Society;
	New Zealand Law Society;
	New Zealand bar Association;
	New Zealand Labour Law Association;
	Legal research Foundation;
	Australian Labour Law Association;
	Association of Workplace Investigators (Australasia);
	Association of Mediators and Arbitrators of New Zealand (Associate Member);
	Employment Law Institute of New Zealand (Life Member);
	LAWASIA (Employment Law Committee)
Languages	English (native)

* Curricula vitae are issued without formal editing.

Gary Donahoe (United States of America)

Date of birth	10 August 1948
Present position	Retired; on-call Superior Court Judge
Education (degrees)	
1979	Juris Doctorate, University of Arizona
1972	Master of Science, University of Arizona
1970	Bachelor of Arts, University of Arizona
Professional experience	
2000–2011	Judge of Arizona Superior Court (awards: the Phoenix Chapter of the American Board of Trial Advocates "Judge of the Year" (2004); the State Bar of Arizona's "Award of Special Merit" (2007); "Judicial Award of Excellence" from the Public Lawyers' Section of the State Bar of Arizona (2008.; the Arizona Association for Justice's "Judicial Integrity Award" (2012); contemporaneous positions: chairperson of the State Bar Criminal Jury Instruction Committee (2005–2010); Rule 32 (Post-Conviction Relief) Management Unit Judge (2008–2011); the Criminal Department Presiding Judge (2009–2010); and the Probate Department Associate Presiding Judge (2010–2011))
1990–2018	(part-time) Faculty for Arizona Judicial College's programs including New Judge Orientation, Arizona Probation Officer Certification Academy and Civil Traffic Hearing Officer Training
1989–2000	Court Commissioner/Judge Pro Tem, Maricopa County
1979–1989	Attorney (Partner), Robbins & Green P.C.
1973–1976	Director of Planning, Northern Arizona Council of Governments
Publications	Arizona Civil Remedies (4th Ed.) (contributor); Arizona Eviction Action Primer (16 editions); Arizona Provisional Remedies Primer (co-author)
Associations	State Bar of Arizona (judicial member); City of Scottsdale Board of Adjustment (Vice-Chair)
Languages	English (native)

Cécile Isidoro (France)

[Original: English/French]

Date of birth	17 November 1971
Present position	Judge, Council of State
Education (degrees)	
2002	Ph.D. in Law, University of Paris II Panthéon-Assas
1995	Master of Laws, University of Paris II Panthéon-Assas
1995	Graduate of the Institute of the Paris Institute of Political Studies
1994	Bachelor of Laws, University of Paris II Panthéon-Assas
Professional experience	
2009–present	Judge, Council of State
2006–2009	Judge, Administrative Court of Appeal of Paris
2004–2006	Judge, Administrative Court of Paris
2001–2004	Jurist, Directorate of Legal Affairs, Ministry of Foreign Affairs
1998–2001	Judge, Administrative Court of Paris
Publications	*L'ouverture du marché de l'électricité à la concurrence communautaire et sa mise en œuvre en France, en Allemagne, en Italie et au Royaume-Uni*, LGDJ, 2006;
	La Constitution de la République française, collective work (editing of commentary on two articles of the Constitution), *Economica, 2009*
Languages	French (native);
	English (fluent)

Jean-François Neven (Belgium)

[Original: English/French]

Date of birth	29 September 1962
Present position	President of the Chamber, Employment Court of Appeal (Brussels)
Education (degrees)	
1986	Master of Laws, Free University of Brussels
1985	Bachelor of Laws, Catholic University of Louvain
Professional experience	
2017–present	President of the Chamber, Employment Court of Appeal (Brussels)
2017–2018	(part-time) Lecturer, Free University of Brussels
2013–2018	(part-time) President, Administrative commission on employment
2009–2014	(part-time) Magistrate, Document centre of the Court of Cassation
2008–2017	Judge, Employment Court of Appeal (Brussels)
2007–2018	(part-time) Lecturer, Catholic University of Louvain
2002–2008	Judge, Employment Court of Brussels
1997–2003	(part-time) Lecturer, Saint-Louis Higher Institute of Business
1995–2002	(part-time) Speaker, Solvay Business School
	1987–2002 Attorney, Brussels Bar
Publications	La Charte sociale européenne et son application aux étrangers en séjour irrégulier, with J. MARTENS, in *Charte sociale européenne, Droits sociaux et droits fondamentaux au travail*, S. van DROOGHENBROECK, F. DORSSEMONT, G. VAN LIMBERGHEN (eds.), La Charte, Association belge pour le droit du travail et de la sécurité sociale, 2016, pp. 149–171;
	Piquets de grève : les suites de la décision du Comité européen des Droits sociaux du 13 septembre 2011, in *Droit de grève : actualités et questions choisies*, F. KRENC (ed.), Larcier, Jeune Barreau de Bruxelles, 2015, pp. 35–58;
	La consolidation du devoir d'assistance des Etats envers les mineurs étrangers en séjour irrégulier, with J. MARTENS, R.T.D.H., 2014, pp. 167–194
	Le droit anti-discrimination, facteur d'évolution du droit du travail, in *Les droits de l'homme au quotidien,* Jeune barreau de Mons, Anthémis, 2014, pp. 9–27;

Le droit européen de la non-discrimination : un impact décisif en faveur d'une obligation généralisée de reclassement professionnel ?, in *Le maintien au travail de travailleurs devenus partiellement inaptes*, Anthémis, 2013, pp. 35–60;

La charge du fardeau de la preuve en matière de harcèlement et de discrimination, with S. GILSON and F. LAMBINET, R.D.S. 2013, pp. 397–452;

Les piquets de grève, la procédure sur requête unilatérale et les pouvoirs du juge des référés après la décision du Comité européen des Droits sociaux du 13 septembre 2011, R.D.S., 2012, pp. 389–428;

Cumul des sanctions administrative et pénale en matière de chômage : la Cour de cassation ignore-t-elle la jurisprudence de Strasbourg sur l'identité d'infraction ?, with H. MORMONT, *J.T.*, 2011, pp. 651–655;

Les principes généraux : les dispositions internationales et constitutionnelles, in *Vie privée du travailleur et prérogatives patronales,* J.-Fr. LECLERCQ (ed.), Brussels, Jeune Barreau, 2005, pp. 15–53;

Allocations familiales : les enjeux du transfert, à mi-parcours, in *L'impact de la sixième réforme de l'Etat sur la sécurité sociale et le marché du travail : regards de juristes,* D. Dumont (ed.), with V. FLOHIMONT, R.B.S.S., 2015/2, pp. 227–264;

Réparation selon le droit commun des fautes des institutions de sécurité sociale, in *Regards croisés sur la sécurité sociale*, Commission Université-Palais, Anthémis, 2012, pp. 247–275;

Les pouvoirs du juge dans le contentieux de la sécurité sociale, with H. MORMONT in *Le contentieux de la sécurité sociale*, Anthémis, 2012, pp. 417–458;

Les droits à la sécurité sociale, à l'aide sociale, médicale et juridique, with E. DERMINE, S. PALATE and S. GILSON, in *Les droits constitutionnels en Belgique,* M. VERDUSSEN and N. BONBLED (eds.), Brussels, Bruylant, 2011, pp. 1292–1351;

Aspects sociaux des subventions et subventions en droit social, with M. OSWALD and S. PALATE, in *Les subventions*, D. RENDERS (ed.), Brussels, Larcier, 2011, pp. 497–606;

Commentaire d'arrêts de la Cour Constitutionnelle, in *Les grands arrêts de la Cour Constitutionnelle en droit social,* Ch.-E. CLESSE (coord.), Brussels, Larcier, 2010;

Principes de bonne administration et responsabilités de l'O.N.S.S., with D. DE ROY, in *La sécurité sociale des travailleurs salariés. Assujettissement, cotisations, sanctions*, J.-Fr. NEVEN and S. GILSON (coord.), Brussels, Larcier, 2010, pp. 507–564;

La loi « statut unique » et les mesures d'accompagnement. Une vraie réforme du droit du congé, un pas vers la fin de la distinction des régimes « ouvriers » v. « employés », with P.-P. van GEHUCHTEN, J.T., 2015, pp. 309–322;

Harmonisation des statuts entre ouvriers et employés. La période oubliée (du 9 juillet au 31 décembre 2013), in *L'harmonisation des statuts entre ouvriers et employés*, F. KEFER (ed.), AJPDS – CLJB Liège, Anthémis, 2014, pp. 411–432;

A la recherche d'une méthode efficace de participation financière des travailleurs in *Quelques propos sur la rupture du contrat de travail. Hommage à Pierre Blondiau*, S. GILSON (coord.), Louvain-la-Neuve, Anthémis, 2008, pp. 337–381;

Le contrôle de légalité des conventions collectives de travail, with P. JOASSART, in *Les 40 ans de la loi du 5 décembre 1968 sur les conventions collectives de travail*, J-Ph. CORDIER (coord.), Brussels, Bruylant, 2008, pp. 63–106

Associations

L'Association belge pour le droit du travail et de la sécurité sociale (ABETRASS; founding member);

Academic Network on the European Social Charter and Social Rights (ANESC; member);

Support committee for the case-law project of the Service for the Prevention of Poverty, Insecurity and Social Exclusion (public body responsible for evaluating the enjoyment of fundamental rights by socioeconomically disadvantaged persons); member of the editorial board of Revue de Droit Social (RDS/TSR) (la Charte publisher; member);

Chroniques de droit social, editorial board (Editions Kluwer; member);

Website www.justice-en-ligne.be (author and member)

Languages

French (native);

English (good)

Kanwaldeep Sandhu (Canada and India)

Date of birth	26 November 1965
Present position	Chair/Chief Executive Officer, Province of British Columbia, Ministry of Attorney General, Property Assessment Appeal Board
Education (degrees)	
1989	Bachelor of Laws, University of British Columbia School of Law
1986	Bachelor of Arts (Political Science), University of British Columbia
Professional experience	
2015–present	Chair/Chief Executive Officer, Province of British Columbia, Ministry of Attorney General, Property Assessment Appeal Board
2011–present	(part-time) Instructor, British Columbia Council of Administrative Tribunals
2007–present	(part-time) Vice-Chair, Province of British Columbia, Surface Rights Board
2001–2015	Vice-Chair, Province of British Columbia, Property Assessment Appeal Board
1999–2000	Counsel, Adult Guardianship Division, Public Guardian & Trustee of British Columbia
1997–1999	(part-time) Chairperson, Government of Canada Board of Referees, Employment Insurance Appeals now under the new Social Security Tribunal of Canada
1994–1997	Partner, Sandhu & Co
1993–1994	Counsel, Insurance Corporation of British Columbia
Publications	"The Use of Technology at the Property Assessment Appeal Board of B.C.", CCAT-BCCAT Symposium, "On the Edge of Sea and Sky", May 2017; "Practical Issues Before the Property Assessment Appeal Board: The Board's Perspective", CLE, Real Property Assessment & Taxation Course, May 2017
Associations	
1990	Called to the Bar of the Province of British Columbia (currently a non-practising member of the Law Society of B.C.); Circle of Chairs an organization of all chairs of administrative tribunals in British Columbia (Vice-Chair); British Columbia Council of Administrative Tribunals (BCCAT) (President 2010–2012, prior to which Secretary and Director; Chair of the 2009, 2010 and 2011 Educational Conferences for BCCAT; Member of

committee for development of AdminLaw.bc.ca website; Editor of BCCAT Newsletter 2005–2009)

Recipient of BCCAT's Award for Exceptional Service to the Administrative Tribunal Community in B.C.

Languages English (native)

Annex III

Curricula vitae of candidates recommended for the vacant judicial positions in the United Nations Dispute Tribunal*

A. Curricula vitae of candidates recommended for the vacant full-time judicial position in the United Nations Dispute Tribunal

Joëlle Adda (France)

[Original: English/French]

Date of birth	2 May 1953
Present position	President of the National Court of Asylum
Education (degrees)	
2008	Institute of Higher National Defence Studies
1989	French National School of Administration (ENA)
1978	Teacher's diploma in history and geography
1974	Masters of Arts (History; summa cum laude)
Professional experience	
2017–present	President of the National Court of Asylum
2017	(part-time) Visiting professor, University of Iowa College of Law
2014–2017	President of the Administrative Court in Lille
2013–2014	Presiding judge of the Fifth Chamber of the Administrative Court of Appeal in Paris
2010–2013	Legal Director of *Société du Grand Paris*
2009–2010	Deputy presiding judge of the Second Chamber of the Administrative Court of Appeal in Paris
2009–2010	(part-time) Professor of administrative law, French National School of Administration (ENA)
2005–2009	Head of the legal department of the *Autorité de régulation des communications électroniques et des Postes*
2002–2005	Judge of the Administrative Court of Appeal in Paris
2000–2002	National expert on special assignment at the European Commission's legal service
1989–2000	(part-time) Lecturer in administrative law, University of Paris II
1996–2000	Judge of the Administrative Court of Appeal in Paris
1995–1997	(part-time) Lecturer in administrative law, the Paris Institute of Political Studies
1994–1996	Judge of the Court of Audit

* Curricula vitae are issued without formal editing.

1989–1994	Judge of the Administrative County Court in Versailles
Publications	Numerous articles in the journal *Concurrences (chronique « Régulation »);*
	Numerous legal articles in *« la lettre de l'Autorité »;*
	Les pouvoirs de police du Maire, Berger Levrault;
	Code électoral commenté, Berger Levrault;
	Numerous articles on the Mediterranean region in the journal *« Politique étrangère »*
Associations	Association Française des femmes jurists;
	Société de législation compare;
	Association des juges de l'asile;
	Association des juristes Européens
Languages	French (native);
	English (fluent)

Ole Jan van Leeuwen (Netherlands)

Date of birth	1 May 1960
Present position	Senior Judge (Vice-President), Cantonal Judge in the Amsterdam District Court, civil law department and cantonal court
Education (degrees)	
1984	Master of Laws, University of Utrecht
Professional experience	
2006–present	Senior Judge (Vice-President), Cantonal Judge in the Amsterdam District Court, civil law department and cantonal court
2008–present	(part-time) President/Chairperson (since 2015; Judicial Member 2010–2015), Disciplinary Court for the Public Notaries
2013–present	(part-time) member of the Recusal Chamber of the Amsterdam District Court
2015–present	(part-time) Core team member of the project team for improvement of the governance and efficiency of the judiciary in Bosnia and Herzegovina, Amsterdam District Court in cooperation with Netherlands Council for the Judiciary and the Norwegian council
2000–2006	Attorney, Loyens & Loeff attorneys
1996–2000	Legal Counsel, PricewaterhouseCoopers
1991–1996	Attorney, Van Mens & Wisselink (presently Taxand Netherlands)
1986–1990	Attorney, Stibbe
1985–1986	Legal Assistant to the court-martial, Dutch Ministry of Defence
Associations	Dutch Association for the Judiciary
Languages	Dutch (native); English (fluent); French (good); German (fluent); Italian (good)

B. Curricula vitae of candidates recommended for the vacant half-time position in the United Nations Dispute Tribunal

Angela Henke (Germany)

Date of birth	3 February 1978
Present position	Judge, Lower-Saxonian Administrative Court of Appeal
Education (degrees)	
2005	Second State Examination in Law, Germany
2004	Ph.D. in Law, Westfaelische Wilhelms-Universitaet Muenster
2003	New York Bar Examination
2003	Master of Laws, University of Virginia School of Law
2002	First State Examination in Law, Germany
2000	Certificate in European and Public International Law Studies, Radboud Universiteit Nijmegen
1999	Linguistic-judicial examination in Anglo-American Law, Westfaelische Wilhelms-Universitaet Muenster
Professional experience	
2010–present	Judge, Lower-Saxonian Administrative Court of Appeal
2008–2010	Judicial Clerk to Justice, Federal Constitutional Court
2007–2008	Judge, Cloppenburg County
2006–2007	Judge, Oldenburg Administrative Court
2003–2005	Judicial Preparation Service (including a working experience at the European Court of Human Rights in 2005)
2004	Interpreter (English-German), Federal Office for Migration and Refugees
1998–1999	Intern (Ministry of State, Office of European and Public International Law, Paris in 1999; Duncan Grehan & Partners Attorneys at Law, Dublin in 1998; Kassel Circuit Court in 1998)
1998	Assistant to Law Professor, Westfaelische Wilhelms-Universitaet Muenster
1997	Au pair, United Kingdom
Publications	Henke, in: Driehaus, *Kommunalabgabenrecht*, Section 3 (local tax law), 2018 (commentary);
	Henke, *Kommunale Steuern*, 2018 (book on local tax law);
	Henke, in: Burkiczak/Dollinger/Schorkopf, *Bundesverfassungsgerichtsgesetz, Kommentar*, 2015 (commentary on Section 90 § 2 and § 3 of the Federal Constitutional Court Act);

	Henke, *Verfassungsrechtliche Anforderungen an fachgerichtliche Prozesskostenhilfeentscheidungen*, ZZP 2010, pp. 193 (essay on constitutional standards for legal aid);
	Henke, *Wirtschaftliche Betätigung von Gemeinden. Drittschutz durch die Subsidiaritätsklausel in Niedersachsen*? NordÖR 2010, pp. 335 (essay on specific questions of public business law);
	Henke, *Arbeitsrechtliche Schiedsgerichtsbarkeiten im internationalen Vergleich. U.S.-amerikanische Entertainment Arbitration als Lösungsmodell zur Erweiterung und Entstaatlichung der Schiedsgerichtsbarkeiten im deutschen Unterhaltungssektor?* 2004 (book on U.S. Entertainment Arbitration Approaches for German Live Theatre Arbitration Courts)
Associations	New York State Bar (member since 2006)
Languages	German (native)
	English (fluent)
	French (good)

Francesco Buffa (Italy)

Date of birth	22 August 1967
Present position	Judge seconded by Italy, European Court of Human Rights
Education (degrees)	1990 Bachelor of Laws (with Honours), Sapienza University of Rome

Professional experience

2016–present	Judge seconded by Italy, European Court of Human Rights
2013–2016	Justice, Italian Supreme Court of Cassation
2007–2013	Magistrate, Italian Supreme Court of Cassation (Judge seconded by Italy, European Court of Human Rights from 2011–2012)
1993–2007	Labour law Judge, Employment Tribunal of Lecce
2008–2018	(part-time) Teacher, labour Law, Sapienza University of Rome
1991–1993	Legal assistant, Bank of Italy

Publications

Social rights in Europe, Key Publisher, Vicalvi (Fr), 2016;

Welfare benefits for strangers, Key Publisher, 2016;

Jobs Act and protection of the dismissed worker in the European Courts, Key Publisher, 2015;

Current issues in civil proceedings and labor disputes, Aracne, Rome, 2014;

The labor law reforms made in Italy in the last five years, Aracne, Rome, 2014;

Issues of labor law in the ECHR's jurisprudence, Aracne, Rome, 2013;

The work of detainee persons (Le travail des detenus: in French), Aracne, Rome, 2013;

Social security in the ECHR's caselaw, Aracne Rome, 2013;

Liberty and trade union rights in the ECHR's caselaw, Aracne, Rome, 2013;

The fixed term jobs in the jurisprudence of the European and national courts, in Italgiureweb, Rome, and on http://www.cortedicassazione.it (2010);

Extra UE workers in the EU borders: labor law, non-discrimination law, and social security law (Cedam, Padova, 2009, pages 2632);

Labor disputes and civil procedure law (Maggioli, Rimini, 2009);

People with disability and handicaps: access to work, non-discrimination, labor legislation, and social security law (Giuffré, Milan, 2008);

Black and undeclared work (Giappichelli, Turin, 2008);

Precautionary measures in the public sector and the civil servants (Giappichelli, Turin, 2006);

Discrimination by public administration and protection of workers (Maggioli, Rimini, 2004);

Disciplinary liability of employees and civil servants (co-author, Halley, Macerata, 2007);

Non-patrimonial damage to the existence of workers and liability of the employers (co-author, Utet, Turin, 2006);

The job position at the public administrations (co-author, Halley, Macerata, 2005);

The work in the public administrations in the judicial decisions (co-author, La Tribuna, Piacenza, 2003)

Associations

Member of the Italian Magistrates Association (*Associazione Nazionale Magistrati*)

Languages

Italian (native)

French (fluent)

English (fluent)